

September 13, 2011

George Beattie
President
San Jose Police Officers' Association (POA)
1151 North Fourth Street
San Jose, CA 95112

RE: Sick Leave Payout

Dear George:

As you know, we reached an agreement on June 3, 2011, for a successor Memorandum of Agreement. This agreement included a side letter on Sick Leave Payout.

The side letter we agreed to requires the City or POA to provide notice to the other of its request to continue to meet and confer on the sick leave payout. The City is interested in commencing the sick leave payout discussions as soon as possible. This letter serves as official notice that the City is requesting to meet and confer on the above referenced matter pursuant to the side letter in the Agreement between the City and the POA.

The City proposes to have our first meeting on Monday, September 26, 2011, at 4:00PM. at the Office of Employee Relations. Please let us know if the POA negotiation team is available to meet on this date or provide some alternative dates.

Sincerely,



Gina Donnelly
Deputy Director of Employee Relations

c: John Tennant, POA General Counsel